

# OE 3 Union Package Proposal #2

April 6, 2011

(CORRECTED)

Term:	July 1, 2011 to June 30, 2013
Compensation:	<p>Wages return to Fiscal Year 09-10 levels</p> <p>Reopener should any other bargaining group concedes less 10 % in total compensation.</p> <p>All Fulltime employees will work a 36 hour work week.</p> <p>Part-time employees will reduce their work hours by 10% ( i.e.,20 to 18 hours)</p>
Health Care Cost Sharing:	<p>85/15 and City and OE 3 continue discussion on offering OE 3 Medical Plans to OE 3 represented employees.</p> <p>City to provide FSA cards valued at \$300 a year. Any balance will not rollover to the next year.</p>
Health and Dental in Lieu:	Agree to City Proposal
Health care Dual Coverage:	Agree to City Proposal
Certificate Pay:	Union Proposal
Holiday Pay:	Union Proposal

**This proposal is submitted in an attempt to reach a settlement. In the event the proposal is not accepted, Local 3 reserves the right to modify, edit or amend proposals during the course of negotiations**

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Arbitration Costs:	Union Proposal Costs associated with Arbitration be shared equally by Union and City.  City and Union will mutually agree to standing panel of 3 Arbitrators.
Safety:	Union Proposal
Documented Oral Counseling:	Union Proposal
Holiday Closure	Continue existing Article 16.2 language
Subsidy for Public Transit	Continue existing practice.
Side Letters	Will not agree to any and all side letters that require OE 3 to agree to allow the unilateral implementation.
Sick Leave Payout	Continue current contract language
Disability Leave	Continue current contract language
Substance Abuse Policy	Continue Article 31 language Exhibit II to remain in the OE 3 Memorandum of Agreement
Administrative Cost of Retirement Plan	OE 3 will continue to discuss the City's proposed changes.
Salary Steps.	Effective July 1, 2011, the salary steps for all classifications represented by OE #3 will change from approximately 5% between each step to approximately 2.5%. This will result in an increase in the number of steps in the pay range. This Article will expire at

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the end of the term of this contract. There will no change in classifications that already have 10 steps. The even number steps will occur automatically.

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